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ABSTRACT

This report presents one-page statistical profiles for each of the Veterans Administration's (VA's) major professional and administrative career fields. Each profile contains data on total employment, distribution by grade and sex, and statistical measures of age, length of service, and education levels. Also, included are measures of the activity (accessions, promotions, mobility, retirement, and other losses) in each field over the period 1966-1970. As a further aid to manpower training, loss data are projected for the years 1971-1975. The profile data are intended primarily for the use of VA officials responsible for the maintenance of career systems in identifying characteristics of the work force which might require planned modification for optimum development of future manpower needs. The career fields covered are: attorney, adjudication (claims examiners), building management, contact (officers and representatives), data management, dietitian, engineer, fiscal management, loan guaranty, management analyst, medical administration, personnel management, pharmacist, psychologist, social worker, supply management, physician, dentist, and nurse. (JS)

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Career Field Profiles

SELECTED PROFESSIONAL AND ADMINISTRATIVE CAREER FIELDS

AC 012739

Assistant Administrator for Personnel
Veterans Administration, Washington, D.C. 20420

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INTRODUCTION

- This report consists of a set of one-page statistical profiles for each of VA's major professional and administrative career fields. It complements the report "Manpower Planning Data," 1972, which presents essentially the same data organized by data category rather than by career field. Appropriate officials should review both reports for optimum benefit in manpower planning.

- The position groups which comprise each career field included in this report are listed in the Appendix, page 20. Data for all fields pertains only to employees in grades 5 thru 18 (GS and Title 38 equivalents), serving on full-time, non-temporary, paid appointments.

- Basically, the report presents a personnel profile of each career field as of the end of calendar year 1970 and (for detection of trends) as of the same date in 1966. Each profile contains data on total employment, distribution by grade and by sex, and statistical measures of age, length of service, and education levels. The profile also provides measures of the activity in each field over the five-year period: accessions, promotions, mobility, retirement, and other losses. As a further aid to manpower planning, loss data is projected for the ensuing five years, 1971-1975.

- These profiles are intended primarily for use of VA officials who have responsibility for the maintenance of career systems for the fields covered by this report. Careful evaluation of the data should aid in identifying any characteristics of the workforce which require planned modification for optimum development of our manpower resources to meet future needs. This data will also be of interest to VA executives with broader management responsibilities, since the personnel in fields covered by this report comprise our primary resource from which executive positions are and will be filled.

- Assistance in interpreting and utilizing this data will be provided on request to the Executive Development Staff, Office of Personnel (05C2).

EXPLANATION OF DATA ITEMS

EMPLOYMENT:

The number of employees on the rolls in 1966 (end of the calendar year), is compared with the number on the rolls in 1970 (end of the calendar year), and with the average employment in the five-year span (1-1-66/12-31-70). These comparisons are made first for all employees in the field and second for employees in *centralized*[1] positions only.

GRADE DISTRIBUTION:

The relative distribution (per cent of total in the career field) of employees in three grade-level groupings (5 to 9, 10 to 14, and 15 to 18) is shown as of 12/31/66 and again as of 12/31/70. This permits a quick scan of any trend toward escalation in the five years. Grades are GS and (for Title 38 fields) GS equivalents.

AGE:

The average years of age for all employees in the career field as of 12/31/66 are compared with the average as of 12/31/70, and with the average age (in years) of all persons coming into the career field from outside the VA in the five years, 1/1/66 thru 12/31/70, and of all who left the career field (and the VA) during the same period. These comparisons permit detection of any trends toward aging of the workforce. The impact of turnover on any such trends can also be discerned.

SERVICE:

For years of service the same data is used as for age, except that data on the years of service of incoming employees (accessions) is not available. "Service" as used here means any federal service creditable for retirement.

EDUCATION:

The average years of education are shown for all employees in the career field as of 12/31/66 and compared with those on the rolls 12/31/70, and with those coming into and leaving the career field (and the VA) during the five-year span. "Years of education" is a construct, derived from numerical values assigned to benchmark levels: e.g., 12 for high school, 16 for college, 17 or 18 for a Master's degree, and 19 for a Ph.D.

COLLEGE GRADUATES:

The percentage of college graduates in the career field is shown for 1966 and 1970 as well as the percentage of college graduates among those coming into or leaving the career field (and the VA) during the five-year span.

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[1] *Centralized positions are those for which placement authority is retained in VA Central Office. Generally, they comprise positions at grades GS-14 and above (and GS equivalents) and those with program chief responsibilities at any grade level.*

WOMEN:

The same statistical measures are used for women as for college graduates.

PROMOTIONS:

The percentage of employees in each field who were promoted in 1966 and in 1970 is shown, as well as the annual average rate of promotions over the five-year span.

MOBILITY:

The percentage of employees in the career field who transferred from one VA station to another in 1966 and in 1970 is shown, as well as the annual average rate of such moves over the five-year span, 1966 to 1970.

RETIREMENT:

This table shows for each field the annual average employment, 1966-1970 and the projected annual average for 1971-1975. In relation to these figures is shown for 1966-1970, the percentage of employees who were eligible to retire each year and the percentage that did retire. Also shown is the percentage that will be eligible to retire annually, 1971-1975, and the percentage expected to retire, annually, over the same period.

LOSS RATES:

The percentage of employees leaving the career field and the VA in 1970 is shown, together with the annual average of such losses for the 1966-1970 period and for the 1971-1975 span (projected). This loss data is presented first for the career field as a whole and then for employees in centralized positions only.

LOSS ANALYSIS:

Past and projected losses from the career field as a whole are analyzed by type of separation: retirement, resignation, other. The figures shown are the annual average rates for each type of loss, expressed as a percentage of the annual average number employed in the career field for the periods covered.

SOURCE OF DATA:

All data is derived from the VA PAID (Personnel and Accounting Integrated Data) system data bank via annual "Automap" (Automated Manpower Planning) reports, RCS 056-1.

CAREER FIELD PROFILES

FIELD: Attorney ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	730	730	740
Centralized	136	161	145

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	3.4	91.4	5.2	0.4	91.8	7.8

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	52.0	39.8	50.4	51.3
SERVICE (Avg. Yrs.)	19.0	N/A	14.8	19.3
EDUCATION (Avg. Yrs.)	17.7	17.9	17.7	17.9
COLLEGE GRADUATES (Percent of Total)	96.0	99.0	94.0	98.0
WOMEN (Percent of Total)	1.8	4.6	2.8	1.9

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	10.4	7.0	13.5
MOBILITY (Percent of Total in Field)	1.2	0.6	1.0

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	740	18.6	2.9
1971–1975 Avg. (Projected)	730	31.2	6.3

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	8.8	7.7	10.9
Centralized	9.3	5.2	8.8

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.9	2.7	2.1
1971–1975 (Projected)	6.3	2.5	2.1

CAREER FIELD PROFILES

FIELD: Adjudicator ORGANIZATION: DVB
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	2,340	2,400	2,330
Centralized	86	85	83

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	44.4	55.1	0.5	39.9	59.4	0.7

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	49.0	36.1	43.4	47.4
SERVICE (Avg. Yrs.)	19.0	N/A	18.7	18.9
EDUCATION (Avg. Yrs.)	15.8	16.4	16.3	15.5
COLLEGE GRADUATES (Percent of Total)	66.0	86.0	80.0	62.0
WOMEN (Percent of Total)	12.0	23.6	21.2	20.3

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	27.5	13.2	21.5
MOBILITY (Percent of Total in Field)	2.2	1.3	1.7

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	2,330	13.5	2.6
1971–1975 Avg. (Projected)	2,400	21.4	5.4

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	9.4	9.1	11.9
Centralized	4.7	4.5	10.1

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.6	4.7	1.8
1971–1975 (Projected)	5.4	4.7	1.8

CAREER FIELD PROFILES

FIELD: Building Management ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	270	280	280
Centralized	132	141	134

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	70.0	29.6	0.4	53.2	46.4	0.4

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	46.0	37.4	47.5	47.8
SERVICE (Avg. Yrs.)	18.0	N/A	18.2	20.4
EDUCATION (Avg. Yrs.)	13.3	14.6	13.2	13.3
COLLEGE GRADUATES (Percent of Total)	22.0	40.0	28.0	20.0
WOMEN (Percent of Total)	7.0	1.7	12.6	5.8

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	40.9	15.6	30.5
MOBILITY (Percent of Total in Field)	16.0	13.0	13.8

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	280	6.6	2.1
1971–1975 Avg. (Projected)	280	15.1	3.8

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	2.9	6.1	7.7
Centralized	1.4	3.5	6.4

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.1	1.9	2.1
1971–1975 (Projected)	3.8	1.9	2.0

CAREER FIELD PROFILES

FIELD: Contact Officer ORGANIZATION: DVB
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	690	940	805
Centralized	54	47	49

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	70.6	29.3	0.1	74.7	25.2	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	50.0	40.8	51.6	48.3
SERVICE (Avg. Yrs.)	23.0	N/A	18.2	20.1
EDUCATION (Avg. Yrs.)	13.8	14.1	13.9	13.6
COLLEGE GRADUATES (Percent of Total)	26.0	38.0	35.0	26.0
WOMEN (Percent of Total)	6.0	11.3	5.7	12.7

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	24.6	15.9	24.5
MOBILITY (Percent of Total in Field)	4.2	2.0	3.1

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	805	12.4	3.8
1971–1975 Avg. (Projected)	940	18.7	6.3

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	8.4	7.4	10.1
Centralized	8.5	10.2	13.8

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	3.8	1.8	1.8
1971–1975 (Projected)	6.3	1.8	2.0

CAREER FIELD PROFILES

FIELD: Data Management ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	580	800	710
Centralized	42	60	49

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	56.7	41.4	1.9	41.8	56.7	1.5

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	40.0	31.0	35.6	40.2
SERVICE (Avg. Yrs.)	15.0	N/A	10.1	14.3
EDUCATION (Avg. Yrs.)	13.5	15.0	14.1	13.7
COLLEGE GRADUATES (Percent of Total)	29.0	70.0	43.0	30.0
WOMEN (Percent of Total)	17.0	25.5	25.2	23.4

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	51.0	20.5	37.5
MOBILITY (Percent of Total in Field)	1.8	4.3	2.8

RETIREMENT	Annual Employment (A)	Retirement Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	710	1.7	0.7
1971–1975 Avg. (Projected)	800	5.8	2.3

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	7.8	11.4	13.3
Centralized	5.0	5.2	9.3

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	0.7	6.1	5.1
1971–1975 (Projected)	2.3	6.0	5.0

CAREER FIELD PROFILES

FIELD: Dietitian ORGANIZATION DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	900	820	860
Centralized	162	163	161

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	57.7	42.2	0.1	52.9	47.0	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	41.0	30.2	37.0	43.8
SERVICE (Avg. Yrs.)	11.0	N/A	9.7	13.2
EDUCATION (Avg. Yrs.)	16.2	16.1	16.1	16.2
COLLEGE GRADUATES (Percent of Total)	100.0	100.0	100.0	100.0
WOMEN (Percent of Total)	98.0	97.0	98.0	98.1

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	22.0	11.4	18.3
MOBILITY (Percent of Total in Field)	4.8	3.6	4.1

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	860	6.1	2.1
1971–1975 Avg. (Projected)	820	8.8	2.6

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	9.9	11.3	11.4
Centralized	3.7	6.8	9.0

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.1	8.5	0.7
1971–1975 (Projected)	2.7	8.0	0.7

CAREER FIELD PROFILES

FIELD: Engineer ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	500	480	565
Centralized	170	188	173

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	10.4	86.0	3.6	5.0	91.7	3.3

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	46.0	37.8	46.3	45.1
SERVICE (Avg. Yrs.)	14.0	N/A	16.2	14.7
EDUCATION (Avg. Yrs.)	15.3	15.5	15.3	15.8
COLLEGE GRADUATES (Percent of Total)	77.0	84.0	81.0	89.0
WOMEN (Percent of Total)	0.8	1.5	0.8	0.2

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	39.5	9.4	22.2
MOBILITY (Percent of Total in Field)	6.8	6.5	7.1

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	565	15.6	2.5
1971–1975 Avg. (Projected)	480	14.0	2.8

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	8.9	8.2	8.7
Centralized	7.4	6.1	6.1

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.5	2.4	3.3
1971–1975 (Projected)	2.8	2.4	3.5

CAREER FIELD PROFILES

FIELD: Fiscal Management ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,550	1,800	1,670
Centralized	151	208	168

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	64.4	34.9	0.7	61.7	37.5	0.8

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	47.0	37.0	47.8	48.1
SERVICE (Avg. Yrs.)	20.0	N/A	18.0	21.2
EDUCATION (Avg. Yrs.)	13.2	14.5	13.4	13.2
COLLEGE GRADUATES (Percent of Total)	19.0	53.0	26.0	19.0
WOMEN (Percent of Total)	30.0	33.5	41.4	34.0

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	23.0	12.3	21.0
MOBILITY (Percent of Total in Field)	6.4	2.7	3.8

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,670	8.1	2.1
1971–1975 Avg. (Projected)	1,800	17.6	5.3

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	3.9	5.6	8.9
Centralized	2.4	4.8	9.3

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.1	1.6	1.8
1971–1975 (Projected)	5.3	1.6	2.0

CAREER FIELD PROFILES

FIELD: Loan Guaranty ORGANIZATION: DVB
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,220	1,110	1,185
Centralized	61	69	66

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	45.6	53.3	1.1	37.9	60.5	1.6

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	51.0	41.6	54.7	51.4
SERVICE (Avg. Yrs.)	19.0	N/A	19.8	20.6
EDUCATION (Avg. Yrs.)	13.7	14.3	14.0	13.7
COLLEGE GRADUATES (Percent of Total)	27.0	38.0	33.0	26.0
WOMEN (Percent of Total)	9.0	6.4	10.4	10.4

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	17.8	9.3	13.6
MOBILITY (Percent of Total in Field)	1.4	1.9	1.2

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,185	17.2	3.4
1971–1975 Avg. (Projected)	1,110	24.0	6.0

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	7.9	7.0	9.6
Centralized	1.4	5.2	9.7

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	3.4	1.3	2.3
1971–1975 (Projected)	6.0	1.3	2.3

CAREER FIELD PROFILES

FIELD: Management Analyst ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	500	410	480
Centralized	103	125	109

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	17.0	80.8	2.2	7.6	88.0	4.4

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	47.0	37.8	45.5	47.5
SERVICE (Avg. Yrs.)	20.4	N/A	19.0	21.3
EDUCATION (Avg. Yrs.)	14.4	15.4	14.4	14.8
COLLEGE GRADUATES (Percent of Total)	47.0	75.0	51.0	55.0
WOMEN (Percent of Total)	10.0	14.0	23.6	10.8

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	29.0	15.1	23.7
MOBILITY (Percent of Total in Field)	9.3	16.0	9.0

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	480	10.9	2.0
1971–1975 Avg. (Projected)	410	22.0	4.5

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	4.5	6.4	9.0
Centralized	3.2	7.0	9.3

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.0	1.8	2.6
1971–1975 (Projected)	4.4	1.6	3.0

CAREER FIELD PROFILES

FIELD: Medical Administration ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,170	1,340	1,270
Centralized	266	310	291

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	60.8	39.1	0.1	59.7	40.2	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	47.0	40.5	48.1	47.3
SERVICE (Avg. Yrs.)	20.0	N/A	19.6	21.4
EDUCATION (Avg. Yrs.)	13.3	14.8	13.9	13.3
COLLEGE GRADUATES (Percent of Total)	21.0	40.0	27.0	20.0
WOMEN (Percent of Total)	20.0	38.0	23.4	17.3

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	27.0	19.9	24.4
MOBILITY (Percent of Total in Field)	4.2	6.4	5.8

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,270	4.6	1.7
1971–1975 Avg. (Projected)	1,340	13.4	2.4

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	4.9	4.2	7.9
Centralized	5.8	4.2	9.3

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.7	1.6	0.9
1971–1975 (Projected)	5.4	1.6	0.9

CAREER FIELD PROFILES

FIELD: Personnel Management ORGANIZATION: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	840	900	870
Centralized	217	230	214

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	24.2	72.9	2.9	18.2	80.0	1.8

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	45.0	33.0	46.5	45.4
SERVICE (Avg. Yrs.)	20.0	N/A	16.8	20.1
EDUCATION (Avg. Yrs.)	14.5	15.3	14.9	14.8
COLLEGE GRADUATES (Percent of Total)	51.0	77.0	60.0	55.0
WOMEN (Percent of Total)	20.0	24.4	23.6	22.2

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	29.5	16.3	24.0
MOBILITY (Percent of Total in Field)	14.7	10.3	11.4

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	870	4.9	1.6
1971–1975 Avg. (Projected)	900	15.0	5.0

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	6.3	6.9	9.8
Centralized	2.6	3.4	9.5

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.6	1.8	3.5
1971–1975 (Projected)	5.0	1.8	3.0

CAREER FIELD PROFILES

FIELD: Pharmacist ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	650	730	685
Centralized	179	171	171

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	50.7	49.1	0.2	12.0	87.9	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	44.0	37.8	41.0	45.2
SERVICE (Avg. Yrs.)	13.0	N/A	8.7	13.8
EDUCATION (Avg. Yrs.)	16.1	16.2	16.0	16.1
COLLEGE GRADUATES (Percent of Total)	97.0	100.0	98.0	100.0
WOMEN (Percent of Total)	6.0	13.8	12.5	8.3

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	13.8	11.6	18.5
MOBILITY (Percent of Total in Field)	6.3	3.0	4.5

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	685	5.1	1.2
1971–1975 Avg. (Projected)	730	8.0	2.0

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	6.8	7.7	8.6
Centralized	2.9	3.1	5.0

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.2	4.6	1.9
1971–1975 (Projected)	2.2	4.5	1.9

CAREER FIELD PROFILES

FIELD: Psychologist **ORGANIZATION**: VA-wide
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,000	1,050	1,015
Centralized	220	194	205

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	8.5	90.4	1.1	0.9	97.0	2.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	45.0	37.2	42.3	46.0
SERVICE (Avg. Yrs.)	14.0	N/A	11.1	14.3
EDUCATION (Avg. Yrs.)	18.5	18.4	18.2	18.7
COLLEGE GRADUATES (Percent of Total)	99.0	99.0	99.0	100.0
WOMEN (Percent of Total)	13.0	16.9	16.3	11.3

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	21.6	9.7	14.1
MOBILITY (Percent of Total in Field)	3.8	4.0	3.6

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,015	9.3	1.4
1971–1975 Avg. (Projected)	1,050	13.5	3.4

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	7.8	9.0	10.4
Centralized	6.2	6.2	7.3

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.4	6.4	1.2
1971–1975 (Projected)	3.4	6.0	1.1

CAREER FIELD PROFILES

FIELD: Social Worker ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,700	1,770	1,745
Centralized	186	160	169

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	13.5	86.4	0.1	8.4	91.5	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	42.0	35.3	38.2	45.3
SERVICE (Avg. Yrs.)	10.7	N/A	8.5	11.6
EDUCATION (Avg. Yrs.)	18.0	18.0	17.9	18.0
COLLEGE GRADUATES (Percent of Total)	100.0	100.0	100.0	100.0
WOMEN (Percent of Total)	52.0	55.7	61.3	49.4

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	23.3	4.3	12.2
MOBILITY (Percent of Total in Field)	4.1	3.3	3.5

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,745	7.7	1.4
1971–1975 Avg. (Projected)	1,770	11.9	3.0

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	8.6	9.9	10.9
Centralized	5.6	4.2	6.2

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.4	7.6	0.9
1971–1975 (Projected)	3.0	7.0	0.9

CAREER FIELD PROFILES

FIELD: Supply Management ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	1,040	1,450	1,330
Centralized	146	155	144

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	69.2	30.5	0.3	69.2	30.7	0.1

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	48.0	40.7	48.4	48.0
SERVICE (Avg. Yrs.)	21.0	N/A	22.5	21.8
EDUCATION (Avg. Yrs.)	12.5	13.7	12.5	12.6
COLLEGE GRADUATES (Percent of Total)	6.0	24.0	9.0	7.0
WOMEN (Percent of Total)	21.0	24.0	27.5	28.5

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	24.1	19.3	23.7
MOBILITY (Percent of Total in Field)	8.1	7.0	6.5

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	1,330	7.4	2.4
1971–1975 Avg. (Projected)	1,450	14.1	5.6

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	5.7	5.4	8.0
Centralized	9.0	5.4	6.1

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	2.4	1.4	1.6
1971–1975 (Projected)	5.7	1.5	1.2

CAREER FIELD PROFILES

FIELD: Physician (Title 38) ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	5,100	5,030	5,085
Centralized	1,188	1,010	1,090

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	– –	33.7	66.3	– –	32.0	68.0

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	50.0	41.3	48.5	50.5
SERVICE (Avg. Yrs.)	13.0	N/A	10.7	12.0
EDUCATION (Avg. Yrs.)	20.0	20.0	20.0	20.0
COLLEGE GRADUATES (Percent of Total)	100.0	100.0	100.0	100.0
WOMEN (Percent of Total)	7.0	8.0	5.5	8.7

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	11.0	4.3	8.5
MOBILITY (Percent of Total in Field)	4.0	2.7	3.5

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	5,085	16.9	3.1
1971–1975 Avg. (Projected)	5,030	19.8	4.9

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	14.5	12.5	14.7
Centralized	10.8	9.4	10.4

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	3.1	7.6	1.8
1971–1975 (Projected)	4.9	8.0	1.8

CAREER FIELD PROFILES

FIELD: Dentist (Title 38) ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	700	780	740
Centralized	190	172	178

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	– –	36.4	63.6	– –	46.4	53.6

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	49.0	32.0	48.3	45.9
SERVICE (Avg. Yrs.)	16.7	N/A	16.1	15.0
EDUCATION (Avg. Yrs.)	20.0	20.0	20.0	20.0
COLLEGE GRADUATES (Percent of Total)	100.0	100.0	100.0	100.0
WOMEN (Percent of Total)	0.0	1.0	0.6	0.3

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	9.4	6.7	8.4
MOBILITY (Percent of Total in Field)	7.7	5.5	6.2

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	740	21.5	3.4
1971–1975 Avg. (Projected)	780	19.4	3.9

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	9.6	7.8	8.7
Centralized	8.7	6.7	7.1

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	3.4	3.2	1.2
1971–1975 (Projected)	3.9	3.5	1.3

CAREER FIELD PROFILES

FIELD: Nurse (Title 38) ORGANIZATION: DM&S
TRENDS 1966–1970 AND LOSS PROJECTIONS 1971–1975

EMPLOYMENT (Numbers Employed)	1966	1970	1966–1970 Avg.
Total Field	14,820	15,510	14,975
Centralized	405	437	417

GRADE DISTRIBUTION	1966			1970		
Grades	5–9	10–14	15–18	5–9	10–14	15–18
(Percent of Total)	83.8	16.2	.006	82.2	17.8	.006

	Total Field 1966	Accessions 1966–1970	Losses 1966–1970	Total Field 1970
AGE (Avg. Yrs.)	41.0	34.1	33.8	42.4
SERVICE (Avg. Yrs.)	10.0	N/A	5.8	10.7
EDUCATION (Avg. Yrs.)	15.3	15.2	15.2	15.3
COLLEGE GRADUATES (Percent of Total)	29.0	25.0	25.0	29.0
WOMEN (Percent of Total)	97.0	96.9	97.1	96.4

	1966	1970	1966–1970 Avg.
PROMOTIONS (Percent of Total in Field)	7.6	5.4	14.6
MOBILITY (Percent of Total in Field)	3.8	2.4	2.8

RETIREMENT	Annual Employment (A)	Retire. Eligibility (Percent of "A")	Retirement Rate (Percent of "A")
1966–1970 Avg.	14,975	3.0	1.5
1971–1975 Avg. (Projected)	15,510	4.8	2.4

LOSS RATES (Percent)	1970	1966–1970 Avg.	1971–1975 Avg. (Projected)
Total Field	15.6	18.1	20.1
Centralized	5.3	5.5	8.5

LOSS ANALYSIS (Percent of Average Employment)	Retirement	Resignation	Separation (All Other)
1966–1970	1.5	15.9	0.7
1971–1975 (Projected)	2.4	17.0	0.7

APPENDIX

POSITION GROUP COMPOSITION AND ORGANIZATIONAL COVERAGE OF CAREER FIELDS (1970)

(Full-time, non-temporary, GS-5 and above and equivalent)

Career Field	Position Series & Title Codes	Organization		
		VA-wide	DM&S	DVB
ADJUDICATION	0996			X
ATTORNEY	0905	X		
BUILDING MANAGEMENT	0673		X	
CONTACT OFFICER	0962			X
DATA MANAGEMENT	0330, 0332, 0333, 0334, 0335	X		
DENTIST (Title 38)	0680		X	
DIETITIAN	0630		X	
ENGINEER	0801, 0803, 0804, 0806, 0809, 0810, 0819, 0830, 0850, 0855	X		
FISCAL MANAGEMENT	0501-01-02-05-08-12-18-22-25-32-35-38-39; 0504, 0505, 0510, 0525, 0560, 0301-57-59	X		
LOAN GUARANTY	1101, 1165, 1170, 1171, 0828, 0301-22-23-24-47-48-49-81			X
MANAGEMENT ANALYST	0343	X		
MEDICAL ADMINISTRATION	0301-42-51-52-53-54-55 56-64; 0669-02-03		X	
NURSE (Title 38)	0610		X	
PERSONNEL MANAGEMENT	0201, 0212, 0221, 0223 0230, 0235	X		
PHARMACIST	0660		X	
PHYSICIAN (Title 38)	0602		X	
PSYCHOLOGIST	0180	X		
SOCIAL WORKER	0185		X	
SUPPLY MANAGEMENT	1102, 1105, 2001, 2003, 2010, 2030, 2050, 2070			

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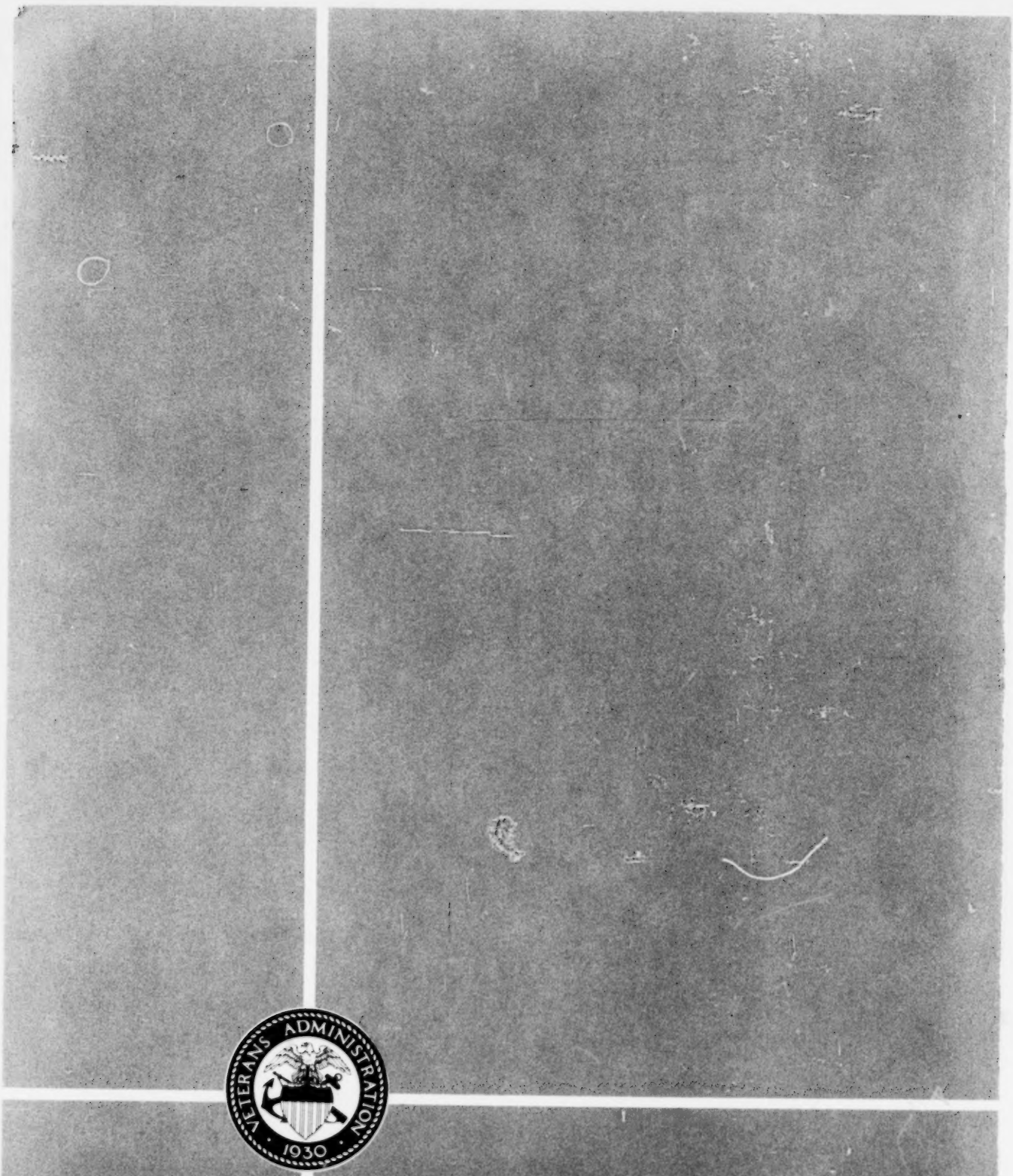
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